

Approved Pay Plan – Fiscal Year 2006 and 2007

**Covered Staff – District Court staff and staff of the Supreme Court,
Supreme Court Administrator's Office and the State Law Library**

Effective October 1, 2005

Each covered employee of the judiciary with a current base salary of less than \$28,766 or \$13.83 per hour will receive an adjustment of \$1,005 per year or \$.483 per hour. The amount will be prorated for employees working less than 40 hours per week.

Each employee of the judiciary with a current base salary of more than \$28,766 or \$13.83 per hour will receive an adjustment of 3.5% to the base salary.

The judiciary pay matrix will be adjusted as follows:

- Entry-level rates will increase by 3.5%
- Maximum rates will be set at 70% more than the entry-level rate (set by adding 70% of the entry rate to the entry rate). This increases the size of the ranges in keeping with executive branch pay practices.

Effective October 1, 2006

Each covered employee of the judiciary with a current base salary of less than \$29,702 or \$14.28 per hour will receive an adjustment of \$1,188 per year or \$.571 per hour. The amount will be prorated for employees working less than 40 hours per week.

Each employee of the judiciary with a current base salary of more than \$29,702 or \$14.28 will receive an adjustment of 4% to the base salary.

The judiciary pay matrix will be adjusted as follows:

- Entry-level rates will increase by 4%
- Maximum rates will also increase by 4% thus maintaining the 70% more than entry-level rate.

	FISCAL YEAR 2007	Grade	New Annual Minimum	Annual Maximum 70%	Hrly/Min	Hrly/Max
100	GENERAL CLERICAL - w/c 8811					
101	Office Assistant I	1	\$14,105.15	\$23,978.76	\$6.78	\$11.53
102	Office Assistant II	6	\$18,023.24	\$30,639.51	\$8.67	\$14.73
103	Office Assistant III	8	\$19,859.58	\$33,761.29	\$9.55	\$16.23
105	Office Supervisor	13	\$25,344.91	\$43,086.35	\$12.19	\$20.71
107	Office Administrator	14	\$26,620.45	\$45,254.77	\$12.80	\$21.76
	FISCAL - w/c 8811					
110	Financial Specialist	9	\$20,844.49	\$35,435.63	\$10.02	\$17.04
111	Accounting Supervisor	14	\$26,620.45	\$45,254.77	\$12.80	\$21.76
	SPECIAL CLERICAL - w/c 8811					
120	Judicial Administrative Asst. I	12	\$24,135.04	\$41,029.57	\$11.60	\$19.73
121	Judicial Administrative Asst. II	17	\$30,807.65	\$52,373.01	\$14.81	\$25.18
122	Judicial Administrative Asst. III	18	\$32,352.28	\$54,998.88	\$15.55	\$26.44
	WATER COURT CLERICAL - w/c 8811					
130	Water Court Clerk Supervisor	13	\$25,344.91	\$43,086.35	\$12.19	\$20.71
131	Water Deputy Court Clerk	8	\$19,859.58	\$33,761.29	\$9.55	\$16.23

	FISCAL YEAR 2007	Grade	New Annual Minimum	Annual Maximum 70%	Hrly/Min	Hrly/Max
<u>200</u>	COURT ADMINISTRATION - w/c 8811					
201	District Court Adm. Assistant	13	\$25,344.91	\$43,086.35	\$12.19	\$20.71
205	District Court Adm. Coordinator	20	\$35,665.44	\$60,631.25	\$17.15	\$29.15
209	District Court Administrator	25	\$45,539.26	\$77,416.74	\$21.89	\$37.22
<u>300</u>	COURT REPORTING - w/c 8811					
301	Official Court Reporter - Electronic	17	\$30,807.65	\$52,373.01	\$14.81	\$25.18
302	Official Court Reporter - Stenographic	17	\$30,807.65	\$52,373.01	\$14.81	\$25.18
303	Official Court Reporter - Realtime	18	\$32,352.28	\$54,998.88	\$15.55	\$26.44
<u>400</u>	STATE LAW LIBRARY - w/c 8811					
401	Library Assistant	4	\$16,344.06	\$27,784.90	\$7.86	\$13.36
402	Library Specialist	9	\$20,844.49	\$35,435.63	\$10.02	\$17.04
403	Librarian I	15	\$27,941.19	\$47,500.02	\$13.43	\$22.84
404	Librarian II	17	\$30,807.65	\$52,373.01	\$14.81	\$25.18

	FISCAL YEAR 2007	Grade	New Annual Minimum	Annual Maximum 70%	Hrly/Min	Hrly/Max
500	JUVENILE PROBATION,FAMILY COURT & YOUTH SERVICES - w/c 8744					
501	Chief Juvenile Probation Officer I	19	\$33,964.73	\$57,740.04	\$16.33	\$27.76
502	Chief Juvenile Probation Officer II	21	\$37,456.57	\$63,676.17	\$18.01	\$30.61
503	Chief Juvenile Probation Officer III	23	\$41,307.93	\$70,223.48	\$19.86	\$33.76
507	Deputy Juvenile Probation Officer I	16	\$29,329.75	\$49,860.58	\$14.10	\$23.97
508	Deputy Juvenile Probation Officer II	17	\$30,807.65	\$52,373.01	\$14.81	\$25.18
510	Probation Program Assistant	8	\$19,859.58	\$33,761.29	\$9.55	\$16.23
512	Community Programs Specialist	14	\$26,620.45	\$45,254.77	\$12.80	\$21.76
514	Community Supervision Program Supervisor	17	\$30,807.65	\$52,373.01	\$14.81	\$25.18
516	Community Supervision Officer	12	\$24,135.04	\$41,029.57	\$11.60	\$19.73
518	Youth Hearing Officer	19	\$33,964.73	\$57,740.04	\$16.33	\$27.76
	FAMILY COURT & YOUTH COURT -w/c 8744					
520	Family Evaluator I	13	\$25,344.91	\$43,086.35	\$12.19	\$20.71
521	Family Evaluator II	16	\$29,329.75	\$49,860.58	\$14.10	\$23.97
523	Family Evaluator Unit Supervisor	18	\$32,352.28	\$54,998.88	\$15.55	\$26.44
525	Intensive Court Manager	13	\$25,344.91	\$43,086.35	\$12.19	\$20.71
527	Functional Family Therapy Specialist	11	\$22,994.06	\$39,089.90	\$11.05	\$18.79

	FISCAL YEAR 2007	Grade	New Annual Minimum	Annual Maximum 70%	Hrly/Min	Hrly/Max
600	LEGAL SERVICES - w/c 8811					
601	Law Clerk I	17	\$30,807.65	\$52,373.01	\$14.81	\$25.18
602	Law Clerk II (1st yr Supr.)	19	\$33,964.73	\$57,740.04	\$16.33	\$27.76
603	Senior Law Clerk (3rd yr DC & 2nd yr Supr)	22	\$39,338.11	\$66,874.79	\$18.91	\$32.15
605	Supreme Court Staff Attorney	24	\$43,368.16	\$73,725.87	\$20.85	\$35.45
609	Standing Master	27	\$50,218.37	\$85,371.23	\$24.14	\$41.04
610	Drug Court Standing Master	25	\$45,539.26	\$77,416.74	\$21.89	\$37.22
611	Water Master - w/c 8744	25	\$45,539.26	\$77,416.74	\$21.89	\$37.22
613	Senior Water Master - w/c 8744	27	\$50,218.37	\$85,371.23	\$24.14	\$41.04
700	GENERAL ADMINISTRATION					
702	Director of Court Services	27	\$50,218.37	\$85,371.23	\$24.14	\$41.04
703	Director of IT	29	\$55,367.86	\$94,125.36	\$26.62	\$45.25
704	Director of Budget & Finance	27	\$50,218.37	\$85,371.23	\$24.14	\$41.04
709	Court Assessment Program Coordinator	17	\$30,807.65	\$52,373.01	\$14.81	\$25.18
710	Court Assessment Program Specialist	16	\$29,329.75	\$49,860.58	\$14.10	\$23.97
715	CASA/GAL Program Coordinator	15	\$27,941.19	\$47,500.02	\$13.43	\$22.84
720	Judicial Education Coordinator	21	\$37,456.57	\$63,676.17	\$18.01	\$30.61
722	Accounting & Fiscal Policy Analyst	20	\$35,665.44	\$60,631.25	\$17.15	\$29.15
725	District Court Program Manager	23	\$41,307.93	\$70,223.48	\$19.86	\$33.76
730	Human Resource Specialist	14	\$26,620.45	\$45,254.77	\$12.80	\$21.76
735	Grant Specialist	15	\$27,941.19	\$47,500.02	\$13.43	\$22.84

	FISCAL YEAR 2007	Grade	New Annual Minimum	Annual Maximum 70%	Hrly/Min	Hrly/Max
<u>800</u>	INFORMATION TECHNOLOGY - w/c 9412					
801	IT Support Specialist I	14	\$26,620.45	\$45,254.77	\$12.80	\$21.76
802	IT Support Specialist II	18	\$32,352.28	\$54,998.88	\$15.55	\$26.44
805	Information System Analyst	23	\$41,307.93	\$70,223.48	\$19.86	\$33.76
809	IT Supervisor	24	\$43,368.16	\$73,725.87	\$20.85	\$35.45
810	IT Supervisor	20	\$35,665.44	\$60,631.25	\$17.15	\$29.15
815	Data Entry Specialist	11	\$22,994.06	\$39,089.90	\$11.05	\$18.79
<u>900</u>	COURT SECURITY					
900	Baliff	7	\$18,918.81	\$32,161.98	\$9.10	\$15.46

PAY PLAN 030							
MONTANA JUDICIAL PERSONNEL PLAN							
PAY GRADES AND RANGES							
FISCAL YEAR 2006 - Effective 10/1/2005							
<u>HOURLY</u>				<u>ANNUAL</u>			
<u>Grade</u>	<u>MIN</u>		<u>MAX</u>		<u>MIN</u>		<u>MAX</u>
1	\$6.52	-	\$11.08		\$13,562.64	-	\$23,056.49
2	\$6.85	-	\$11.65		\$14,251.95	-	\$24,228.32
3	\$7.19	-	\$12.23		\$14,961.96	-	\$25,435.33
4	\$7.56	-	\$12.84		\$15,715.44	-	\$26,716.25
5	\$7.94	-	\$13.50		\$16,512.39	-	\$28,071.06
6	\$8.33	-	\$14.16		\$17,330.04	-	\$29,461.07
7	\$8.75	-	\$14.87		\$18,191.16	-	\$30,924.97
8	\$9.18	-	\$15.61		\$19,095.75	-	\$32,462.78
9	\$9.64	-	\$16.38		\$20,042.78	-	\$34,072.73
10	\$10.12	-	\$17.21		\$21,053.97	-	\$35,791.75
11	\$10.63	-	\$18.07		\$22,109.67	-	\$37,586.44
12	\$11.16	-	\$18.97		\$23,206.77	-	\$39,451.51
13	\$11.72	-	\$19.92		\$24,370.11	-	\$41,429.19
14	\$12.31	-	\$20.92		\$25,596.59	-	\$43,514.20
15	\$12.92	-	\$21.96		\$26,866.53	-	\$45,673.10
16	\$13.56	-	\$23.05		\$28,201.68	-	\$47,942.86
17	\$14.24	-	\$24.21		\$29,622.74	-	\$50,358.66
18	\$14.96	-	\$25.42		\$31,107.96	-	\$52,883.53
19	\$15.70	-	\$26.69		\$32,658.39	-	\$55,519.26
20	\$16.49	-	\$28.03		\$34,293.69	-	\$58,299.27
21	\$17.32	-	\$29.44		\$36,015.93	-	\$61,227.08
22	\$18.19	-	\$30.91		\$37,825.11	-	\$64,302.69
23	\$19.10	-	\$32.46		\$39,719.16	-	\$67,522.57
24	\$20.05	-	\$34.08		\$41,700.15	-	\$70,890.26
25	\$21.05	-	\$35.79		\$43,787.75	-	\$74,439.18
26	\$22.11		\$37.58		\$45,984.02	-	\$78,172.83
27	\$23.21	-	\$39.47		\$48,286.89	-	\$82,087.71
28	\$24.37		\$41.44		\$50,698.44	-	\$86,187.35
29	\$25.60	-	\$43.51		\$53,238.33	-	\$90,505.16

PAY PLAN 030						
MONTANA JUDICIAL PERSONNEL PLAN						
PAY GRADES AND RANGES						
FISCAL YEAR 2007 - Effective 10/1/2006						
Grade	HOURLY				ANNUAL	
	MIN		MAX		MIN	MAX
1	\$6.78	-	\$11.53		\$14,105.15	- \$23,978.76
2	\$7.13	-	\$11.76		\$14,822.03	- \$24,456.35
3	\$7.48	-	\$12.34		\$15,560.44	- \$25,674.73
4	\$7.86	-	\$12.97		\$16,344.06	- \$26,967.70
5	\$8.26	-	\$13.62		\$17,172.89	- \$28,335.27
6	\$8.67	-	\$14.30		\$18,023.24	- \$29,738.35
7	\$9.10	-	\$15.01		\$18,918.81	- \$31,216.04
8	\$9.55	-	\$15.75		\$19,859.58	- \$32,768.31
9	\$10.02	-	\$16.54		\$20,844.49	- \$34,393.41
10	\$10.53	-	\$17.37		\$21,896.13	- \$36,128.61
11	\$11.05	-	\$18.24		\$22,994.06	- \$37,940.20
12	\$11.60	-	\$19.15		\$24,135.04	- \$39,822.82
13	\$12.19	-	\$20.11		\$25,344.91	- \$41,819.10
14	\$12.80	-	\$21.12		\$26,620.45	- \$43,923.74
15	\$13.43	-	\$22.16		\$27,941.19	- \$46,102.96
16	\$14.10	-	\$23.27		\$29,329.75	- \$48,394.09
17	\$14.81	-	\$24.44		\$30,807.65	- \$50,832.62
18	\$15.55	-	\$25.66		\$32,352.28	- \$53,381.26
19	\$16.33	-	\$26.94		\$33,964.73	- \$56,041.80
20	\$17.15	-	\$28.29		\$35,665.44	- \$58,847.98
21	\$18.01	-	\$29.71		\$37,456.57	- \$61,803.34
22	\$18.91	-	\$31.21		\$39,338.11	- \$64,907.88
23	\$19.86	-	\$32.77		\$41,307.93	- \$68,158.08
24	\$20.85	-	\$34.40		\$43,368.16	- \$71,557.46
25	\$21.89	-	\$36.12		\$45,539.26	- \$75,139.78
26	\$22.99		\$37.94		\$47,823.38	- \$78,908.58
27	\$24.14	-	\$39.84		\$50,218.37	- \$82,860.31
28	\$25.35		\$41.83		\$52,726.38	- \$86,998.53
29	\$26.62	-	\$43.92		\$55,367.86	- \$91,356.97